



Administrative Progress Report (APR) May 2009

To: POST Commissioners and Advisory Committee Members

From: POST STAFF

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

DEVELOPMENT OF SECOND ONLINE OFFICER SAFETY TRAINING INSTALLMENT BEGINS

The survey of POST Learning Portal users identified officer safety as the most frequently requested subject for future online training courses. The first installment of officer safety training, “Hot or Not,” became available on the POST Learning Portal in 2008. This course focuses on refreshing situational assessment and judgment skills.

Development of the second officer safety module began in April 2009. Warning signs and risk factors for assaults on peace officers will be combined with opportunities to assess circumstances commonly encountered by law enforcement. Course content is derived from the *Law Enforcement Officers Killed and Assaulted (LEOKA)* report findings, as well as other law enforcement resources. The module is expected to be available in December 2009.

The Officer Safety Page, also introduced in 2008, can be accessed through the secure POST Learning Portal. The page provides links to officer safety-related resources, courses, and discussion forums on the portal in one location.

Questions about the online officer safety course or the LEOKA report findings may be directed to Senior Consultant Tami Evans, Basic Training Bureau, at (916) 227-3467 or Tamara.Evans@post.ca.gov. Questions about the Learning Portal or Officer Safety Page and features may be directed to Senior Instructional Designer Catherine Bacon, Learning Technology Resource Center, Training Program Services Bureau, at (916) 227-4546 or Catherine.Bacon@post.ca.gov.

TACTICAL MEDICINE COURSE PRESENTED IN SANTA CLARA COUNTY

The first northern California presentation of the 80-hour Tactical Medicine Course was done at the Santa Clara County Regional Justice Training Center in Morgan Hill on April 27 through May 8, 2009. The course was hosted by Sheriff Laurie Smith and trained 34 tactical medics, physicians, and emergency medical technicians from agencies in the Bay area and from New Jersey, Iowa, Canada, and the U.S. Army. This course is the only Department of Homeland Security (DHS) approved course in the nation.

This was the first mobile presentation of the course that is normally presented at the Palm Springs Police Department Training Center. The course provides classroom and interactive scenarios that were conducted at a closed hospital facility in Morgan Hill. This class was the first presentation that included a joint scenario with the Santa Clara County Fire Department and utilized a CalSTARS helicopter for extracting an injured victim. The class evaluations rated the course as excellent. The Santa Clara County Regional Training Center staff provided excellent logistical support for the course.

A second presentation is scheduled for August 2009 at the Alameda County Sheriff's Training Center in Dublin. Sheriff Smith has agreed to host another presentation of the course in Morgan Hill in April-May 2010.

The photo shows a CalSTARS II helicopter crew providing the air evacuation of the victim to the nearest medical facility after being treated by tactical medical personnel at the Morgan Hill training session on May 8, 2009.



Questions about the Tactical Medicine Course may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, Information Services Bureau, at (916) 227-5561 or Ken.Whitman@post.ca.gov.

MUSEUM OF TOLERANCE PRESENTER FETED AS CLASS SPEAKER AT SLI GRADUATION

During the last year, POST program managers of the Sherman Block Supervisor Leadership Institute (SLI) and the Simon Wiesenthal Museum of Tolerance (MOT) collaborated to develop a two-day training leadership curriculum for SLI students. In order to ensure the appropriate development of the course, two MOT program coordinators enrolled in the SLI program.

On May 8th, SLI Class #252 graduated. MOT program coordinator Sunny Lee-Goodman graduated and was also accorded the distinction of being the graduating class speaker. Ms. Lee-Goodman gained firsthand knowledge of the quality of the SLI program while at the same time gained the perspective of the law enforcement supervisor. The other MOT program coordinator is scheduled to graduate from SLI in July.

Questions about the MOT training courses may be directed to Senior Consultant April Crume, Training Program Services Bureau, at (916) 227-0473 or April.Crume@post.ca.gov.

NEW BILINGUAL VERSION OF POST “VICTIMS OF VIOLENCE” VIDEO NOW AVAILABLE

In support of POST’s ongoing efforts to assist law enforcement investigators and prosecutors with outreach to victims of violent crimes, POST in May 2009 completed conversion of the *Victims of Violence: A Guide to Help Bring Justice* DVD video into Spanish. The new version of the video program features custom bilingual DVD packaging and a bilingual information guide insert.

The DVD is designed as an educational tool for law enforcement to give to victims and their families. The DVD provides victims with valuable information about the complexities of the criminal justice system. Viewers learn how they can effectively aid law enforcement in bringing perpetrators of violent crime to justice.

The English-only version of the program was originally distributed in 2007 to law enforcement agencies in the POST program via the CPTN video service. Free copies of the revised 2009 bilingual version are available via the online CPTN Video Catalog at: <http://post.outpostnetworks.com:15080/postcatalog>. POST Bulletin 2009-05 [<http://www.post.ca.gov/bulletin/doc/2009-05.pdf>] provides additional information about available victim resources.

Questions about the new *Victims of Violence: A Guide to Help Bring Justice* DVD video in Spanish, may be directed to Director, Television Communication Center – Specialist Training Ron Crook, Program Services Bureau, at (916) 227-3913 or Ron.Crook@post.ca.gov.

PROGRESS CONTINUES ON DRIVING SIMULATOR ACQUISITION

POST staff, the California Department of General Services (DGS), and a small group of SMEs have met six times since January to develop the Request for Proposal (RFP) to purchase Law Enforcement Driving Simulators (LEDS).

POST will purchase a total of 108 simulators; all from a single vendor. Ninety-two will be stationary, located at regional training centers. Sixteen will be in a mobile configuration.

The RFP was released in May, and a bidder's conference will be held in Sacramento in June to answer technical questions from prospective vendors. Vendors submitting valid bids will participate in a demonstration and evaluation of their product the first week of August. Shortly thereafter, the contract will be awarded. Some sites may be fully operational by December 2009. It is anticipated that all sites will be up and running, with new equipment, by September 2010.

Questions about the LEDS acquisition may be directed to Senior Consultant Gary Sorg, Training Program Services Bureau, at (916) 227-4887 or email Gary.Sorg@post.ca.gov.

ONLINE GANGS COURSE DEVELOPMENT BEGINS

Responses to a Learning Portal survey indicated a strong interest in an online course about gangs. Subsequent discussions with subject matter experts, training managers, and other law enforcement officers confirmed that an online course about gangs would be useful to the field, particularly a course that addresses Penal Code §186.22 (enhancements).

The kick-off meeting for development of the POST online gangs course was held in San Francisco April 29 through May 1, 2009. The course developer met with POST staff and gang subject matter experts to define course objectives and begin prototyping instructional and evaluative activities.

The scenario-based, self-paced course will focus on the role line officers play in ensuring gang members and gang activities are adequately documented to support Penal Code §186.22 enhancements. This course is expected to be the first in a series of online courses that address the broad spectrum of gang-related topics of interest to law enforcement.

Questions about the online gangs course may be directed to Senior Instructional Designer Catherine Bacon, Training Program Services Bureau, at (916) 227-4546 or Catherine.Bacon@post.ca.gov.

REASSIGNMENT OF BUREAU CHIEFS

Effective June 1, 2009, several bureau chiefs received new assignments. Bureau Chief John Dineen moved from the Center for Leadership Development Bureau to the Management Counseling Services Bureau; Bureau Chief Mike Hooper moved from the Training Program Services Bureau to the Center for Leadership Development Bureau; Bureau Chief Ed Pecinovsky moved from the Training Delivery and Compliance Bureau to the Training Program Services Bureau; Bureau Chief Dave Spisak moved from the Information Services Bureau to the Training Delivery and Compliance Bureau; and Bureau Chief Ron Wood moved from the Management Counseling Services Bureau to the Information Services Bureau. We thank all of our Bureau Chiefs for the excellent jobs they have done and we wish them well in their new bureaus.

Questions about the rotation of bureau chiefs may be directed to Assistant Executive Director Dick Reed, at (916) 227-2809 or Dick.Reed@post.ca.gov.

POST EMPLOYEE ELECTED TO A POSITION ON THE PERSONNEL TESTING COUNCIL OF NORTHERN CALIFORNIA

Senior Personnel Selection Consultant Bill Groome, Standards and Evaluation Services Bureau, has been elected to the position of President-Elect on the Personnel Testing Council of Northern California (PTC/NC) for Fiscal Year 09/10. The President-Elect is responsible for chairing the annual conference committee and working with the President in providing direction to PTC/NC. Immediately following his term as President-Elect, Bill will serve as President for the one-year term. The Personnel Testing Council is a non-profit professional organization dedicated to the advancement of assessment in human resources. PTC/NC is one of six Personnel Testing Councils in the nation.

Questions about the Personnel Testing Council of Northern California may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-3255 or Ken.Krueger@post.ca.gov.

POST LAW ENFORCEMENT CONSULTANT I AND II EXAMINATIONS

The Law Enforcement Consultant I and II (LEC) examinations were administered on May 6-7, 2009. The exams added seven new eligible candidates to POST LEC employment lists. POST is now accepting applications, through October 9, 2009, for the November 2009 examination. For more information on the LEC I and II filing process may be found in:

http://www.post.ca.gov/About_Us/doc/jobs/Bulletin_LEC_I.pdf
http://www.post.ca.gov/About_Us/doc/jobs/Bulletin_LEC_II.pdf

Questions about the Law Enforcement Consultant I and II open examinations may be directed to Bureau Chief Tom Liddicoat, Administrative Services Bureau, at (916) 227-3928 or Tom.Liddicoat@post.ca.gov.

2009 INSTRUCTOR SYMPOSIUM HELD

The 2009 POST Instructor Training Symposium was conducted May 26-29, 2009, in San Mateo. The Symposium was presented by the San Diego Regional Training Center, with a theme entitled, “It’s Your Turn to Learn.”

The Instructor Symposium provides an opportunity for instructors to receive state-of-the-art instructor training and accrue continuing professional training hours while satisfying the Academy Instructor Certificate Program’s triennial recertification requirement. The Symposium was attended by 280 instructors.

The Symposium began with the first morning dedicated to Robert Presley Institute of Criminal Investigation (ICI) instructors, including break-out sessions for instructors of the ICI Core course and each foundation specialty course. The morning’s activities culminated with presentation of ICI Excellence in Instruction Awards. In addition, POST recognized Michael Gray, San Diego Regional Training Center’s Law Enforcement Training Director, with the 2009 ICI Founder’s Award.

The rest of the Symposium featured workshops covering topics such as presentation skills, facilitation skills, managing stress for emergency services, PowerPoint for public safety, producing podcasts, tactical video, creating video in law enforcement training, training liability and its impact on officers, emotional intelligence, technology in training, taking thinking apart, writing for publication, involving students and keeping them involved, and multi-generational training.

Questions about the Instructor Symposium or the Instructor Development Institute may be directed to Special Consultant Sue Oliviera, Training Program Services Bureau, at (916) 202-1809 or Sue.Oliviera@post.ca.gov.

LEARNING PORTAL ADVISORY COUNCIL INAUGURAL MEETING HELD

The Learning Portal Advisory Council (LPAC) met for the first time in May. The purpose of the council is to provide input regarding issues and policies that arise in the development and implementation of online training, and to identify the priorities and direction of future development.

The council provided input regarding mandated and general course topics to be developed for the Learning Portal. POST’s Learning Technology Resource Center staff will analyze the topics to determine how they might benefit from an online training format. In addition, the council identified some proposed features for the Portal as well as methods to notify the field of the courses and resources available.

Questions about the Learning Portal may be directed to the Learning Technology Resource Center’s Supervisor, Jan Myyra, Training Program Services Bureau, at (916) 227-4550 or Jan.Myyra@post.ca.gov.

NEW ONLINE INSTRUCTOR COURSE IN DEVELOPMENT

A new online course for instructors is now in development. The course, the fourth in the instructor development online series, will focus on student learning outcomes and how appropriate learning activities allow an instructor to observe and measure that students are meeting the course objectives.

One of the goals of getting instructors familiar with student learning outcomes is that instructors will select learning activities that are not only engaging and learner-centered, but also enable learners to demonstrate what they have learned. This course also aligns with an accreditation requirement at some community colleges that calls for instructors to establish student learning outcomes for their courses. The online course will be available on the POST Learning Portal this summer and will help meet the requirement for refresher training for certified academy instructors.

Questions about the student learning outcomes course may be directed to Senior Instructional Designer Catherine Bacon, Training Program Services Bureau, at (916) 227-4546 or Catherine.Bacon@post.ca.gov.

POST BACKGROUND INVESTIGATION TAB DIVIDERS REVISED

As a service, POST offers local agencies sets of tabbed dividers for organizing peace officer and public safety dispatcher background reports. The tabs also provide information on the documentation required for each area of investigation.

The peace officer and public safety dispatcher dividers were revised to comport with the revised Peace Officer and Public Safety Dispatcher Selection Standards, which go into effect on July 1, 2009. The new dividers cite the specific regulation associated with each area of investigation, including the documentation requirements and the common oversights observed during POST compliance reviews. The new dividers will be available to agencies shortly after the beginning of the new fiscal year. The dividers can be ordered by contacting POST's Training Delivery and Compliance Bureau at (916) 227-7748.

Other associated products are currently being revised in preparation for the POST Selection Standards' July 1, 2009, implementation date. Specifically, the POST Background Investigation Manual is being updated to incorporate the new regulations as well as recent statutory changes, and a Frequently Asked Questions (FAQ) document is being finalized.

More information about the revisions to the selection standards can be found in POST Bulletin 2009-06 [http://www.post.ca.gov/bulletin/2009_06/2009-06.pdf]. Questions can be directed to Supervising Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at 916.227.4824 or Shelley.Spilberg@post.ca.gov, or to Associate Governmental Program Analyst Melani Singley, Standards and Evaluation Services Bureau, at (916) 227-4258 or Melani.Singley@post.ca.gov.

POST EMPLOYEE HIGHLIGHTS

Featured Employee – Sven Blomberg



Sven Blomberg is a Senior Instructional Designer in the Learning Technology Resource Center. He has been a member of the POST family since 2001. Prior to coming to POST, Sven developed computer-based training in Silicon Valley and was employed by the Mt. Diablo Unified School District as a middle school teacher, specializing in science instruction. Sven possesses a BA degree in Liberal Studies from California State University, Sacramento and a Master's degree in Instructional Technology from San Jose State.

Sven has been involved in significant work involving legislatively mandated training as well as many Strategic Plan Objectives. He was the architect of a study examining the feasibility of establishing a blended approach to the Robert Presley Institute of Criminal Investigation Core course. He also managed what is probably the most comprehensive and current analysis of the detective job position done to date nationally. From the job analysis, he led the development of a mental model of the investigative process. Interestingly, this prototype model actually satisfies the criteria established recently by the scientific community for *future research* on the application of knowledge management processes to criminal investigations. Sven has also played an integral role in the development of racial profiling train-the-trainer course work, created an online course on first aid/CPR, and developed a search warrant writing tool and an accompanying course.

Recently, Sven received the Certified Performance Technologist (CPT) designation from the International Society for Performance Improvement (ISPI). The CPT designation is accorded to practitioners who have demonstrated proficiency in 10 standards of performance technology in ways that are in keeping with ISPI's Code of Ethics. ISPI is the leading international association dedicated to improving productivity and performance in the workplace.

In May, Sven was honored by *Training* magazine as one of the nation's "Top 10" Young Trainers. The award was bestowed on May 4 in San Diego during *Training's* 2009 Training Leadership Summit. Award criteria included success in meeting difficult training challenges, development of innovative training solutions, demonstrated ability to design training programs that are strategically aligned with the organization, and the ability to consistently produce training results.

Sven lives in Ripon, where he resides with his wife, Laura, and their five home-schooled children.

Introducing New POST Employee – Kelli Dugranrut



Kelli Dugranrut began her career with POST on May 11, 2009, in the Management Counseling Services Bureau as the Bureau Secretary. She has worked the last three years with the Franchise Tax Board.

Kelli and her husband, Bill, are newlyweds and were married on August 9, 2008. They enjoy living in Fair Oaks with a spoiled cat, name Bubba, who thinks he runs the house. Kelli and Bill enjoy motorcycle riding and spending time with family and friends.

Kelli looks forward to building a long and fulfilling career and to getting to know all of us here at POST. She doesn't think she has ever met such a friendly and welcoming group of people and thanks us all for being helpful to her as the "new kid on the block."

CALENDAR OF EVENTS ON THE POST WEBSITE

For security reasons, the POST Calendar of Events is located in the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed via a user identification and password. The site may be accessed at http://www.post.ca.gov/Resources/Library_Services/Flagship_Network_Instructions.asp. If you have access to the network but have forgotten your user identification or password, please send an email to Clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2008/09 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<u>AB 297</u> (Solorio)	<p>Criminal History Information: Law Enforcement Employees. Requires the Department of Justice to disseminate the date and agency name associated with all retained police officer or non-sworn law enforcement agency employee pre-employment criminal offender record information search requests. Requires the department to retain an individual's fingerprint images and related information submitted as part of such requests.</p> <p>Commission Position: Support.</p>	Passed Assembly Set for Senate Public Safety 06/09/09

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<u>AB 423</u> (Torres)	<p>Emergency Telephone Systems. The bill would require the review and update of technical and operational standards for public agency systems to include standards for recruitment and training of public safety dispatchers. The review is to include evaluations of issues related to the receipt of calls in a language other than English by public safety dispatchers at a Public Safety Answering Point, the need for additional recruitment of multilingual public safety dispatchers, and whether the Communications Division should require all public safety dispatchers to complete the Public Safety Dispatcher Course offered by the Commission on Peace Officer Standards and Training.</p> <p>Commission Position: Neutral.</p>	<p>Assembly Appropriations 05/20/09</p>
<u>AB 504</u> (Furutani)	<p>Peace Officers: Training. This bill would require the Commission to create and make available to all law enforcement agencies as part of basic training a training component on how to recognize and interact with persons carrying a kirpan, as specified. This bill would define a kirpan as a blade that resembles a sword and is required to be carried as an integral part of the practice of the Sikh faith.</p> <p>Commission Position: Oppose unless amended.</p>	<p>Assembly Appropriation Suspense 05/20/09</p>
<u>AB 1286</u> (Huber)	<p>Firearms: Purchasing Restrictions. This bill would add to the list of exempted entities, community colleges that are certified by the Commission on Peace Officer Standards and Training to present the law enforcement academy basic course or other Commission-certified law enforcement training.</p> <p>Commission Position: To be determined.</p>	<p>Assembly Floor Consent Calendar 05/20/09</p>

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<u>AB 960</u> (Perez)	<p>Body Armor. Existing law provides that any person who has been convicted of a violent felony who purchases, owns, or possesses body armor, except as authorized, is guilty of a felony, punishable by imprisonment in a state prison for 16 months, or 2 or 9 years. This bill would expand the definition of body armor for these purpose, as specified.</p> <p>Commission Position: Support.</p>	Senate Rules 05/11/09

REPORT DATE: May 29, 2009